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Bangalore Mirror

TEMP Max 26 | Min 18 | Humidity 92% Clear with periodic clouds Sensex 58,786 | Nifty 17,511 | Gold 48,052 | Silver 61,024 | Dollar 75.65 | Euro 85.43 | GBP 99.94

How does anyone deprive a waterbody of its status? Pattandur Agrahara Lake is now caught in such an absurd dispute

LA LA LAND

What is a lake's 'originality'?

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As the road construction in the 'buffer zone' of the Pattandur Agrahara Lake resumes, citizen activists are objecting to the alleged violations.

According to the BBMP, however, 'as the lake has lost its originality', there is no question of a buffer zone.

Until recently, after the court had issued an interim stay order on the road construction near the lake, all work was halted.

Just a few days ago, though, earthmovers arrived at the spot to resume work.

"On December 9, they started bulldozing the greenery in the area in front of the parties who consented to road construction. This portion falls under the buffer zone of the lake. They are undertaking the work in violation of the court order that mandates consent of all parties to resume work," said Sandeep Anirudhan, founder of Whitefield RWA.

> **"The portion in question is the buffer zone of the lake. The work is in violation of the court order that mandates consent from all parties**
> — Sandeep Anirudhan, activist

However, the Bruhat Bengaluru Mahanagara Palike is of the view that some citizens are protesting against essential infrastructure, guided by vested interests.

"The Bangalore Development Authority (BDA) had envisaged this road and the BBMP is only the implementing agency. Infrastructure such as a road benefits a large number of people; opposing such developments is not in the larger interest of the city," BBMP chief engineer for roads and infrastructure BS Prahlad told BM.

"Survey number 54 is being touted as a lake. However, with regards to smaller lakes, the government has the power to declare whether they are indeed lakes or not; such a place can even be utilised for other purposes. There is an existing

CONTINUED ON PAGE 2 »

Whatever works!

Hybrid model ensures less commute, reduced stress, improved output and work-life balance

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While many firms have resumed offline work, a few that wanted to start in-person work schedules are now in a dilemma after the detection of the Omicron variant in the city.

When the pandemic's second wave struck Bengaluru early this year, the state government was quick to convene a meeting of industry leaders and ask them to adopt the work-from-home (WFH) routine as much as possible. With covid cases waning of late, many companies had begun work, with staff present at workplaces in person.

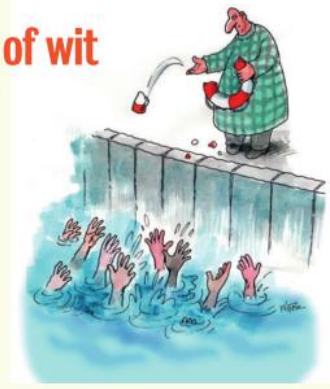
Now, the Bruhat Bengaluru Mahanagara Palike has clarified that no advisory has been issued on WFH in the wake of the Omicron variant detection. According to the Palike, it is for the companies to take a call as far as WFH is concerned.

Harsh Lambah, country manager and vice-president of sales, south Asia, at IWG, said: "Enterprises are now embracing a hybrid work model to enable greater autonomy and flexibility for employees and have them spend less time commuting to one central location to work. This has, among other things, reduced stress levels, improved work output and finally leads to better work-life balance. This trend is irreversible, as a vast majority of employees prefer an option that allows them to work from multiple professional workspaces, dispersed

CONTINUED ON PAGE 7 »

3 THINGS TO DO

01 A bit of wit



Indian Institute of Cartoonists is organising 'WITTY WORLD', an exhibition of cartoons by an Austrian cartoonist, Klaus Pitter at the cartoon gallery. Pitter, born 1947, is a famous Austrian cartoonist. He has studied graphic arts at the University of Applied Arts in Vienna and lives in Vienna as a freelance cartoonist and Illustrator. He has illustrated a series of books on environmental education and many schoolbooks. He has also illustrated several cartoon and comic books. His drawings are regularly published in the Austrian magazine "konsument". Come, take a look at his art.
Where: Indian Cartoon Gallery, No.1, Midford House, Midford Garden; When: Until December 25, 10 am to 6 pm (everyday except Sundays)

02 Get a dose of art

After a turbulent two years that saw the performing arts world having to rewrite the rules and stay alive virtually, the Attakkalari India Biennial (AIB), The Attakkalari Centre for Movement Arts' signature event, comes at a crucial moment in time – when things seem to be going back to the old ways yet nothing's the same. During the 10th edition of the signature event, given that inspiration is the need of the hour, the theme of the festival this year is Inspire Bengaluru.
When: December 2021to February 2022; Where: Attakkalari Studios, Bangalore International Centre and Ranga Shankara; Tickets: insider.in, bookmyshow.com, at the Attakkalari office and official website: www.aib.net.in

03 Take a look at Prolonged Solitude

Today is your last chance to attend a virtual art camp curated by Rajini Rekha. These art pieces were made and curated during the lockdown. Art works of SG Vasudev, Rekha Hebbar, Laxma Goud, KK Raghava, Subramanian Gopalasami, Rajini Rekha and few more artist works are on display at the gallery under the name, Prolonged Solitude.
When: December 13, 11 am to 6 pm
Where: Reves Art Gallery

Bane of early menopause

Post early menopause, women are at higher risk of developing cardiac issues, doctors say

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PICTURE FOR REPRESENTATION ONLY

Women with early menopause are at a slightly higher risk of suffering from cardiac issues compared to those who get menopause at a later age, doctors say. This is due to a decline in the levels of estrogen and other changes in the body.

Dr Sandesh Prabhu, Consultant – Cardiology and Amp, Electrophysiology, Manipal Hospital, Whitefield, said, "When women have early menopause, they are at risk of certain condition like hypertension, high blood pressure, heart related condition like heart attack and heart failure, cholesterol. These are the risks that can be detected early due to early menopause. The side effects or the ill effects of early menopause could vary from mild to moderate or extreme extent."

Post menopausal women are at a higher risk of developing atherosclerotic cardiovascular disease due to decline in estrogen and changes in body weight, lipid metabolism and vascular health, said Dr Pradeep Kumar D, Sr Consultant – Interventional Cardiology, Aster CMI Hospital. "Premenopausal have a significantly lower incidence of heart attacks as compared to men of a similar age. However, the incidence of cardiovascular disease increases in the next two decades after menopause. Early menopause has also shown to cause higher incidence of cardiovascular disease and heart failure in multiple studies," he said.

Dr Prabhu said, "In early menopause, we should always look for other risk factors like high blood pressure, diabetes, pre-existing lipid problems, overweight or obesity, family histories, stress related problems, or if they have any cardiac symptoms, they should evaluate it completely especially for heart condition and treat it accordingly. To achieve ideal cardiovascular health, simple lifestyle interventions should bring about smoking cessation in smokers, weight loss in overweight women, a DASH (Dietary Approaches to Stop Hypertension)–like eating pattern, physical activity to recommended levels, and optimization of total cholesterol, fasting blood glucose, and blood pressure levels. Strong lines of evidence support the critical contribution of controlling these factors in reducing the CVD burden." "Menopause is a phenomenon which lowers the functioning of ovaries. On an average, the menopause occurs in women between the ages of 48 and 54.

> **"On an average, menopause occurs in women between the ages of 48 and 54. Early menopause occurs between 40-45 years and premature menopause occurs for women below the age of 40**
>
> – Dr Shantala Thuppanna, Senior Consultant & Head-Obstetrics & Gynecology, Sakra World Hospital

Early menopause occurs between the age of 40-45 years and premature menopause occurs for women below the age of 40. Menopause cannot be considered as a sole reason for cardiac issues. Some of the factors that cause cardiovascular disease are genetic history of heart problems, pregnancy-induced hypertension, pregnancy-induced diabetes, smoking, high cholesterol, poor diet and poor physical activities. These factors add up with the early suppression of the ovarian function caused by hormonal changes which eventually increases the risk leading to cardiovascular problems. Maintaining a healthy lifestyle by evading hypertension, diabetes, cholesterol and other risk factors such as smoking and poor physical activities, one can prevent the risk of cardiovascular issues post menopause," said Dr Shantala Thuppanna, Senior Consultant & Head-Obstetrics & Gynecology, Sakra World Hospital.

'Once a lake, not always one'

CONTINUED FROM PAGE 1

contest over whether the said waterbody is a lake or not. When the project was approved by the BDA, the lake's 'originality' (or its status as a waterbody) was removed. An appeal in the Supreme Court is insisting on bringing the lake's originality. Once the lake's originality has been removed, there is no question of a buffer zone here."

"As per the court order, we are not allowed to acquire land by forcing TDR (transferable development rights), but it is clear about employing other means. All acquisition will happen legally and the required compensation will be provided," added Prahlad.

"Previously the road was being built closer to the lake. We have now shifted it to another location. We are undertaking the work as per the court order. It has only resumed in areas in front of the parties that have given consent right now. We are trying to convince all parties to accept the TDR. We are also willing to give compensation. As per our understanding, we are working outside the buffer zone. If there is a violation and if the Karnataka lakes department objects, we will stop the work," said Jayashankar Reddy, BBMP executive engineer, Mahadevapura zone. The BBMP lake department is of the view that the lake has not been surveyed and hence a buffer zone cannot be established. "The lake was handed over by the BDA to us without a survey map. We have asked the survey department to survey the waterbody," said BBMP special commissioner for lakes and forests B Reddy Shankar Babu.

The lake division is waiting for the surveyor to draw the boundaries of the waterbody to take any action if required.

Citizen activists questioned how can the BBMP resume work without even verifying the lake's boundaries and buffer zone. "If the lake has not been surveyed, the work should be halted until a survey is completed. We will be writing a letter to the BBMP to get this road proposal completely removed from RMP 2015," Anirudhan added. The construction of the Pattandur Agrahara Road is part of the 24 other roads that are being developed in the Mahadevapura zone due to the ongoing IT expansion. With a significant rise in traffic, the BBMP plans to build more roads as a solution to the congestion and views development of road infrastructure in the best interest of the public at large. "The road under construction is parallel to the Old Airport Road (OAR). If the road is constructed from ORR to Whitefield Road, most traffic entering Marathahalli and getting on to the OAR will drastically reduce. It is also a parallel road to the ITPL Road; people who have to pass on to ITPL Road via Ring Road will also get an alternative route," noted chief engineer Prahlad.

"This particular road, part of the Comprehensive Development Plan (CDP), was also marked in 2005 by the BDA and no objection was raised. All the inner roads in the area are narrow roads ranging from 30-45 feet in width and hence we are now implementing these CDP roads. We have already completed 70 per cent of the road from Gear School Road to the proposed Peripheral Ring Road with 45 m width. It will potentially reduce half the traffic on ITPL Road and Sarjapur Road," added Reddy.

Meet and greet at the glass house in prison

What's new? Cabins with attack proof barriers between visitors, inmates and CCTVs to allow covid-appropriate and safe meetings

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The Parappana Agrahara central prison has gone hi-tech to ensure that inmates can meet their family and friends without fear. The installation of attack proof glasses and telecom facilities in the visitors room for the inmates keeps in mind both requirements of covid appropriate behaviour and of security of the inmates and visitors. The new visiting rooms with glass cabins are all set to open for the visitors.

The newly installed attack proof glasses that will be a barrier between the visitor and the inmate will help maintain covid protocol. Currently due to the pandemic, physical meets are not allowed and visitors are allowed to speak to the inmates only on video calls.

Ranganath P, chief superintendent of the prison, said that for a long time they had been planning to adopt attack proof glass and the telecom facilities and now due to the pandemic it became a situational need to adapt.

"These are installed in other countries and are in use for a long time now and we are adapting the technology based on international standards. There will be no more old school meetings of inmates across the grilled barricades. They can sit and talk face to face through the telecom facility," he said.

He said that there are 19 cabins in the visiting room and each cabin has attack proof glasses installed. "CCTV cameras will be installed in the visiting room. Work on this began a few months ago and now it's ready to be opened for visitors," he said. The project cost Rs. 69 lakh, he said.

According to him, the strong glass does not break even if five to six people attack it with all force. "The first pilot project was set up in Shivamogga prison and currently all the prisons in the state are setting it up," he said.

Prisoners, visitors can talk face-to-face through the telecom facility; The glass that has been installed in the cabins is pretty much unbreakable

> **CCTV cameras will be installed in the visiting rooms. Work on this began a few months ago. The project cost ₹69 lakh**
>
> –Ranganath P, Chief Superintendent

An official from the prison said that physical meets were difficult to monitor, but with the glass cabins and CCTV camera now it is more secure. "The glass cabins are open for visitors at the old building. The new building too will have another visiting room similar to this. Prison security has been tightened for the past couple of months and staff have also been stopped from carrying their mobile phones inside the premises. We have high tech scanners at the entrance to scan the bags of all the visitors entering the prison," the official said.

He added that it is a major relief that the glass will also help prevent spread of covid. "The cabins are spacious and provides for enough physical distance between other visitors and the glass too wil shield them. As a lot of people would touch the telephones, we will conduct regular sanitisation," he said.

All assistance to Group Captain Varun Singh

Karnataka Home Minister Araga Jnanendra on Sunday assured all support and help from the state government to Group Captain Varun Singh, who was injured in the helicopter crash which resulted in the death of Chief of Defence Staff Bipin Rawat and others in Tamil Nadu.

The minister on Sunday visited the Command Hospital in the city where Varun Singh is undergoing treatment.

He prayed for the speedy recovery of the injured, assured all support and help from the state government, the minister's office said in a statement.

Varun Singh survived in the helicopter crash in Tamil Nadu on Wednesday last, in which Chief of Defence Staff Bipin Rawat, his wife and 11 others died.

Singh was shifted from Wellington in Tamil Nadu to the Command Hospital on Thursday. The Karnataka Director General of Police Praveen Sood was also present on the occasion. **PTI**

Group Captain Varun Singh was shifted to Command Hospital on Thursday in a critical condition

1 held for derogatory post

A 40-year-old man who had made a derogatory post on social media against the Chief of Defence Staff General Bipin Rawat has been arrested, police said on Sunday. According to the police, the 40-year-old hails from Mysuru and works here as a lab technician in a hospital. The arrest comes against the backdrop of Karnataka Chief Minister Basavaraj Bommai and State Home Minister Araga Jnanendra warning those celebrating the death of the CDS, his wife Madhulika Rawat and 11 others in a chopper crash on December 8 at Coonoor in Tamil Nadu. The Home Minister had told the DGP of Karnataka Praveen Sood to identify and punish those who post such remarks.

FAKE NEWS BUSTER MIRROR

THERE ARE NO FREEBIES FOR THE VACCINATED FOLK

THE CLAIM

A WhatsApp message makes the claim that as the government is excited about the vaccination numbers in the country, it will offer three months of phone recharge free for those persons who are vaccinated

SO, WHAT'S THE TRUTH?

The Press Information Bureau's Fact Checking handle on Twitter has been putting out various such alerts to caution the public against falling for the fraudulent claims. According to the Twitter handle, the Central Government has made no such announcement. The Twitter handle also put out the content of the message, which has given the names of a few service providers whose customers will get the benefit. It also gives a link where you can click to get the free recharge. The PIB goes on to tell people to not forward the message if they receive it as such messages spread like wild fire. And also it follows, clicking on the link is useless.

BUST FAKE NEWS WITH MIRROR

9591233247

Let's separate the news from the noise, Bengaluru. Tell us about that incredible-sounding story/news/alert that you've received on WhatsApp or social media and Bangalore Mirror researchers and editors will see if it checks out. If it doesn't, we'll call it out

TOPCOMMENTS

Stupid engineering in an aspiring smart city

Our story 'Heights of apathy' has a few responses. Devedrakumar Shah writes, I fail to understand the stupid engineering in the design if can be called footpaths. Who designed them? Who approved them and who implemented them? A person identifying self as An old Bengaluru resident writes, this is no different from the elevated covers of storm water drains on Bengaluru roads, which are higher than speed breakers. Which stupid engineering team designed it and which stupider authority approved it? I am not surprised by construction of 300 MM high foot paths. So much for smart city. Ram Mohan writes probably the hole leads the metro users to the platforms beneath. That must have been BMRCL's idea.

WEBHITS

3 most-read articles on the Mirror site

- Height of Apathy
- Don't kill the spirit
- Bommai leadership under scanner

Scarred by the roads

Troubled by potholes, puddles, littering and unresponsive civic authorities, citizens point out that roads in Bengaluru are perpetually undergoing repairs

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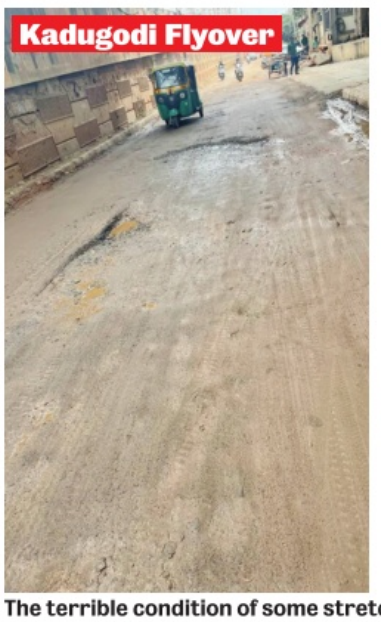

The terrible condition of some stretches in the city, as mentioned in this report

Bengaluru roads are perpetually undergoing construction or repair works; a pattern observed recently is that the roads are repaired, dug again and repaired and dug again... This loop has citizens and business owners stuck in a painful rut, as their day-to-day activities are affected.

While some bad roads show now improvements despite repairs, rain turns many stretches into slush. Take Jakkur in the North for example; the roads leading towards GKVK Layout have been dug and repaired again and again. Residents are fed up after more than a year of the same deal. Some progress was noted with a few building materials and stones placed at the site but nothing much happened.

Along with terrible roads, the city also has a severe littering issue. Resident Sangitha Shetty sent a letter to BBMP regarding the same problems but received no response. "We want solid action to be taken because the roads are dangerous to use, especially at night. The garbage issue is a major health hazard!" said Sangitha.

Similarly, near the Kadugodi Flyover too, where an entire stretch till the railway has been dug deep, repaired but repaired in a shabby manner, has caused creation of more puddles in the area.

The roads were dug up eight to nine months ago and were repaired just one month ago. But the authorities didn't tar the road which made it muddy and slushy and difficult for people to even walk on. "The whole road in front of Sai Baba Ashram has been difficult to walk on for elderly people and children," said Rajesh, a resident of the area.

The same muddy, slushy mess combined with the garbage blocking drains has been going on in Janakiram layout. The storm drains are overflowing with garbage and there is no proper system to cover drains and pass water. "This issue has been going on for years, I myself have been living here for 12 years and there is no proper system in the area," said Robert, a resident of the area.

"The BBMP has brought in engineers and some minister was here promising us some repair but nothing has happened," Robert said. The area has become dangerous and nobody seems to pay attention to it.

Roads being dug up for repair but not being repaired isn't a new issue. But it is affecting several businesses in prominent areas like Lavelle Road, Indiranagar and Old Airport Road now. Lavelle road, which was dug up and repaired, now features a new hole. It has been left dug up since the past two to three days.

People working in the area said it is due to work related to the water pipes underneath the road. A business owner in the area, who didn't want to be named, said "The roads are good but for some reason they just keep digging holes at different corners." In Indiranagar's 100 Feet Road, the area between Metro Pillar. 61 and 63 has been dug up but hasn't been restored. There are spikes on the ground and the transformer box is almost falling over. The situation has been like this since April. It is dangerous to walk here. BBMP was contacted but nothing much was fixed and according to business owners, "The road is a complete mess and makes us business establishment owners insecure."

A pattern observed recently shows that roads are repaired, dug again and repaired, and dug again... This loop has citizens and business owners stuck in a painful rut. Their day-to-day activities are affected

Lastly, in Old Airport Road, right near Carlton Tower, the roads were dug but they have not been repaired since and the sewage water has been overflowing, causing a terrible stench throughout the area. The water has been flowing all the way to 19th Main in Indiranagar.

This has been the state for more than a month. Many food establishments in the area are worried because the dirty water not only troubles those commuting regularly but also their businesses as nobody will want to eat due to the stench.

The road was left like that after some work was done by BWSSB as it was dug by BWSSB and BBMP cannot fix it. "BWSSB isn't responding to us," said one of the local business owners. She added, "We locals tried to dig up a hole to let the water pass by, which has somewhat reduced the problem but not completely."

In almost all cases, authorities were contacted and informed but not much was done. This has caused residents, business owners and daily commuters to be anxious. People want strict action to be taken soon.

TENDER NOTIFICATION FOR DISPOSAL OF WATER AFFECTED AUTOMOBILE TYPES OF PARTS

Sealed tenders are invited from prospective buyers for disposal, strictly on "As-is-where-is Basis" Water affected Automobile parts at Noble Automotive Pvt. Ltd., # 25, 2nd Cross, Journalist Colony, Bangalore – 560002 Inspection at site from 12 pm to 5 pm on **13-12-2021 and 14-12-2021** Cell no. **8310949181. EMD Rs.5,000** by way of draft in favour of **"National Insurance Co. Ltd., Bangalore"** contact Professional Insurance Surveyors & Loss Assessors Phone: 080-41138222. Last date for submission of sealed offer is 17-12-2021.

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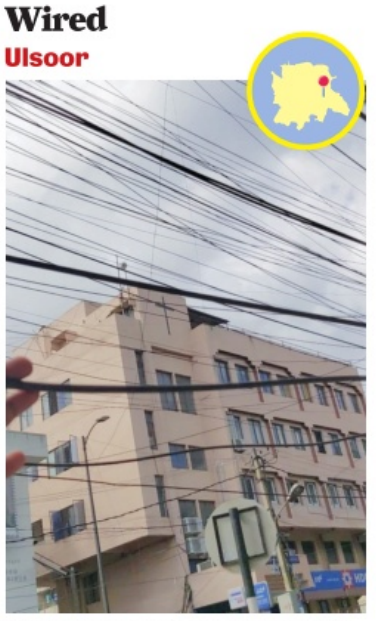
Wired
Ulsoor



These cables on Ulsoor Road are an eye sore for those living in the area. Despite complaints, authorities have not helped them, a resident wrote to BM

A bumpy ride
Nagarathpete

The road near Dharmaraya Swamy Temple has been dug up and left unrestored. This is causing problems for motorists.

Art from waste: Plastic sculpture museum near Nandi Hills

Karnataka will house a museum of plastic waste sculpture near Bengaluru's picturesque holiday destination of Nandi Hills soon to sensitise people, it was announced on Sunday.

"Our aim is to use art to sensitise people against the ill-effects of plastic waste and encourage others to take up similar initiatives to promote recycling of waste, and protect our environment in every possible manner," Apresh Mishra, founder, The Hyphen told IANS.

The winning sculptures will eventually find place in the first of its kind museum of plastic waste sculptures near Nandi Hills, a popular weekend destination near Bengaluru, he said.

Karnataka Chief Minister Basavaraj Bommai and NITI Aayog Vice Chairman Dr Rajiv Kumar had on Friday formally launched the Fellowship, a first-of-its-kind encourage young artists to create sculptures from plastic waste.

The launch took place during the 12th CSR Leadership Summit and witnessed participation from distinguished guests including Biocon Executive Chairperson Kiran Mazumdar Shaw, Accel Partners' Partner Prashant Prakash, and Additional Chief Secretary, Dr Shalini Rajneesh, among others.

Aim is to sensitise people about the effects of waste and to encourage them to take up recycling waste in order to protect environment

Under the Fellowship, entries will be invited from various young artists and 25 best entries will be selected by an eminent jury and mentored over several weeks to create life-size sculptures made purely from used plastic or plastic waste.

Kriti Fellowship is being supported by wecare and Discovery Village, among other partners, Mishra added.

It is one of the many initiatives of The Hyphen, an organisation aiming at channelising the potential of youth for nation building. "I am delighted that this Fellowship is receiving so much love and appreciation from our stakeholders and partners," he said. **IANS**

Yet another medical seat scam: Woman loses ₹15 lakh

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A mother, who was desperate for her daughter to get a medical seat was scammed by a woman. The conwoman promised a seat in a reputed medical college in the city for which she took Rs. 15 lakh in cash last week in Richmond Town.

The victim, Sheela, 47, has filed a complaint of cheating with the Ashoknagar police on Thursday against Hema Komal and her brother Balu. In her complaint to the police she stated that she met Hema last month. Hema convinced her that she could get her a medical seat through her brother and asked her to arrange Rs. 30 lakh. However, after taking the initial amount of Rs. 15 lakh, she went incommunicado and stopped responding to her.

A senior officer said Sheela used to work in Oman in the Middle East and had moved to the city three years ago for medical reasons. "She has two children — her elder son is studying engineering while her daughter who completed second PU is looking for a medical seat," he said. Hema is said to have told Sheela that she used to work in Oman too and had now settled down in the city. "She befriended Sheela and later told her that her brother has good contacts in a reputed medical college and told her she could check with him to help her out," he said.

Fifteen days after this chat, Hema called her and told her that her brother would get the seat for Rs. 30 lakh through management quota. On November 6, the two met and she handed over Rs. 15 lakh as an advance to confirm the seat. She had informed her that she would get back to her to meet and carry out the admission process but, she switched off her mobile after taking the money and did not contact her.

"After waiting for three days, Sheela realised that she was scammed and approached us to file a complaint," the officer said.

He said that earlier too they have received several complaints related to the medical seat scam against fake companies and agents.

"In this case, they first befriended, gained the victim's trust and cheated them of money. No company or agents were involved in this," he said.

Ashok Nagar police have registered a case and are on the lookout for the two accused.

THE TIMES GROUP
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I, Krishna S/o Vittalappa Dhotre. R/o 1725 GF, 5th Cross, Shivaram Karanth Layout, MCECHS Layout Phase 2, Jakkur, Bangalore - 560064 have changed my name to Krishna Dhotre forever vide affidavit dated 08.12.21 sworn before Notary S.R.Ravikumar, Bangalore.

I, VENGALIL KOMATH SANJEEV MENON, R/at Flat No.110, Nidhi Apts, #40, Nataji Road, Frazer Town, Bangalore-05. I Have changed my name to SANJEEV MENON, S/o.K.R.A. Menon Vide Affidavit Dated: 08/12/2021. Sworn before Notary: D.S.Chandrakanth, Advocate, Bangalore

I, S Krishnan S/O Shanmugam born on 15/05/1962 residing at # 36E Yellappa Street Chikkmavalli,BLR-560004, have changed my name to AS Krishnan vide affidavit dated 08/12/2021 at BLR

I, Kalavathi W/o Krishne Gowda Somenahalli Erea Gowda R/a # 427, 10th Cross, 6th Block, 2nd Stage, Nagarabhavi, Bengaluru-560072. I have changed my name to Kalavathi Kottanagatta Lakke Gowda. vide affidavit Dt: 12/10/2021. Sworn Before Notary K.S. Nataraja, Bengaluru.

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Extra-professional affairs

Companies discover that many employees have been supplementing their incomes by moonlighting

Most employees are making the time working from home more than worth their while

When an IT head at a Mumbai-based Indian company refused to attend the office even once, despite repeated requests, it raised suspicions among the management. The executive would make excuses - fear of catching Covid to the car breaking down - just before he was supposed to attend meetings. Then his juniors raised red flags after they discovered that the official email was being continuously used to send large files to another multinational.

A forensic investigation was launched that later showed that he had taken up another job at a multinational without quitting.

Welcome to the world of professional two-timing that has seen a spike in the past two years with most employees working from home amid the pandemic. As companies ask employees to return to work amid a decline in cases and increasing vaccination coverage despite Omicron concerns, they are discovering that many have been supplementing their incomes by moonlighting.

Most of these employees appear to get caught due to carelessness and overconfidence, according to investigators. "Some of the basic red flags could be suppressing information about the current employer on social media, or if the same laptop or other organisational tool is used for moonlighting or providing the same bank account even for depositing freelancing money," said Sivarama Krishnan, partner and leader, Cyber Security, PwC India.

While specifics are hard to come by, experts say the number of such investigations has increased three-four times since 2019.

"Based on our digital forensics investigations, we have found that many employees were professionally two timing," said Amit Jaju, senior MD at Ankura, a firm that examines such cases. "They have taken up freelance assignments or even two jobs, in some cases, that violate their terms of employment and put some of the crucial intellectual property or other sensitive corporate information at risk."

Companies don't always fire staff - like the multinational with an office in Bengaluru that discovered that at least a dozen of its coders were moonlighting. It turned them into contractual employees, asking them to work 40 hours a week on new laptops with stricter protocols. But they could continue freelancing if they wanted.

RED FLAG UP

4x Jump in no of investgations since 2019 where employees were found moonlighting

Forensic investigators have caught them if they are using company laptop for moonlighting, providing same bank a/c for pay

Many companies are encouraging junior employees to take up freelancing

Others are making contracts watertight to dissuade senior-level staff from working for competitors

Tech companies fear employees could share sensitive data with rivals

"This is essentially a relationship and environmental problem as there is an acute talent shortage in the market and, in most cases, several tech companies are encouraging this," Krishnan said, adding that many companies have adopted the above solution.

However, some cases are too egregious to overlook. One of the world's biggest social media companies realised that a senior executive hired a few months back hadn't resigned from his earlier role at another global internet giant. The executive's reporting head had stumbled upon documents that had coding formats used by rivals. Forensic investigations found that the executive was not only collecting two salaries, the person was also feeding the same work to both employers. He was fired.

—Sachin Dave, ET

Why hybrid model is future of work

CONTINUED FROM PAGE 1

across a city, removing the need to commute long distances to a single location each day. Managing a geographically dispersed workforce takes careful planning, involving both HR and team leads working closely with employees, enabling them with the right collaboration and communication tools to help enable a seamless transition after 18 months of working from home. Our figures show a steady 12 per cent month-on-month increase in office and co-working visits at IWG workspaces. We expect this trend to gain even greater momentum as we move into 2022."

In fact, many companies have adopted the hybrid working model. While a few companies like Wipro have been asking employees to work twice a week for senior staff and the rest of the days on WFH mode, there are a few companies which are asking employees to work from office for a week, and the following week from home.

"We have been taking a number of precautions. Firstly, we have prepared a database to know the vaccination status. If there are any employees who are yet to be vaccinated, we are conducting special drives for them or we are reimbursing the vaccination cost to their bank accounts so that they can get vaccinated at the nearest hospital. We are also inviting less than half of the staff on specific days to the office so that we can create the required physical distancing. If this model continues to be a success without any outbreak of covid-19 cases, then we can look at welcoming all the staff to the office," an HR professional told Bangalore Mirror.

Another HR professional added: "Many companies started welcoming employees to office after the covid wave subsided in December last year. But, no one expected a second wave to hit us strongly, and as a result, the WFH routine continued. Now, with covid cases under control, employees are ready to come."

However, there was a mixed reaction from employees: "I am happy to work from the office as it is easier to coordinate. Moreover, the workload in WFH was too much for us. Hence, we can work only during the work hours and not take the work back home," said a techie. Another techie said: "Now, with Omicron cases surfacing, anticipating an outbreak of a third wave, companies in the US are applying brakes on asking employees to return. So, it is better to wait."

CITY REPORTS 3RD OMICRON CASE

A 34-year old tested positive for Omicron variant, becoming the third in the state to test for the variant of concern. The 34-year old had got a Covid negative report from South Africa before travelling (December 1). He arrived at Bengaluru on December 2 at 3.41 am where he tested negative again. But, on reaching home, he developed mild symptoms and went for a test at a lab on December 2. On December 3, his samples were sent for genome sequencing. Currently, he is admitted at Bowring hospital and is asymptomatic, stable and doing well. His second sample was collected on December 8 and results are awaited. Health Minister Dr K Sudhakar said five primary and 15 secondary contacts have been traced and samples sent for testing.

Nursing moms WFH

Replying to a question, the Union minister of state for labour and employment Rameshwar Teli said the Centre had issued an advisory on June 1, 2021 to all the state governments to encourage work-from-home for nursing mothers. To a question whether the government has received employer -related complaints from the employees working from home in the last two years, Teli said: "No such specific data is maintained centrally. However, the government has taken several initiatives to address the challenges and threats posed by the pandemic..."

IN BRIEF

After 2-yr gap, winter session to begin today

After a gap of two years, the winter session of the legislature will be held at Belagavi from Monday. Chief Minister Basavaraj Bommai said he hoped that meaningful debates on development works and public grievances would be taken up during the session.

Bommai told reporters the legislature session was being held in Belagavi after two years. "The State government has completed all the preparations. I wish to have fruitful debates on issues related to development and redressal of grievances of the people." People of Northern Karnataka are keen to witness serious debates, especially about issues related to comprehensive development of their region. "We want to make decisions on many important issues," Bommai said. Members of the BJP are not on the same page over the Winter Session venue. While legislators from north Karnataka are keen to participate in the session at Belagavi, some party MLAs still want the Winter Session to be held in Bengaluru instead of Belagavi.

Anti-Conversion Bill

People need not worry about the proposed Anti-Conversion Bill, Bommai said speaking to media persons in Hubballi on Sunday. There would be no hindrance for worship and religious practices of people belonging to any religion, the Chief Minister assured. "The bill is only to prevent religious conversions by inducements," he clarified. — Nandini S

TTD to build new ghat road to Tirumala

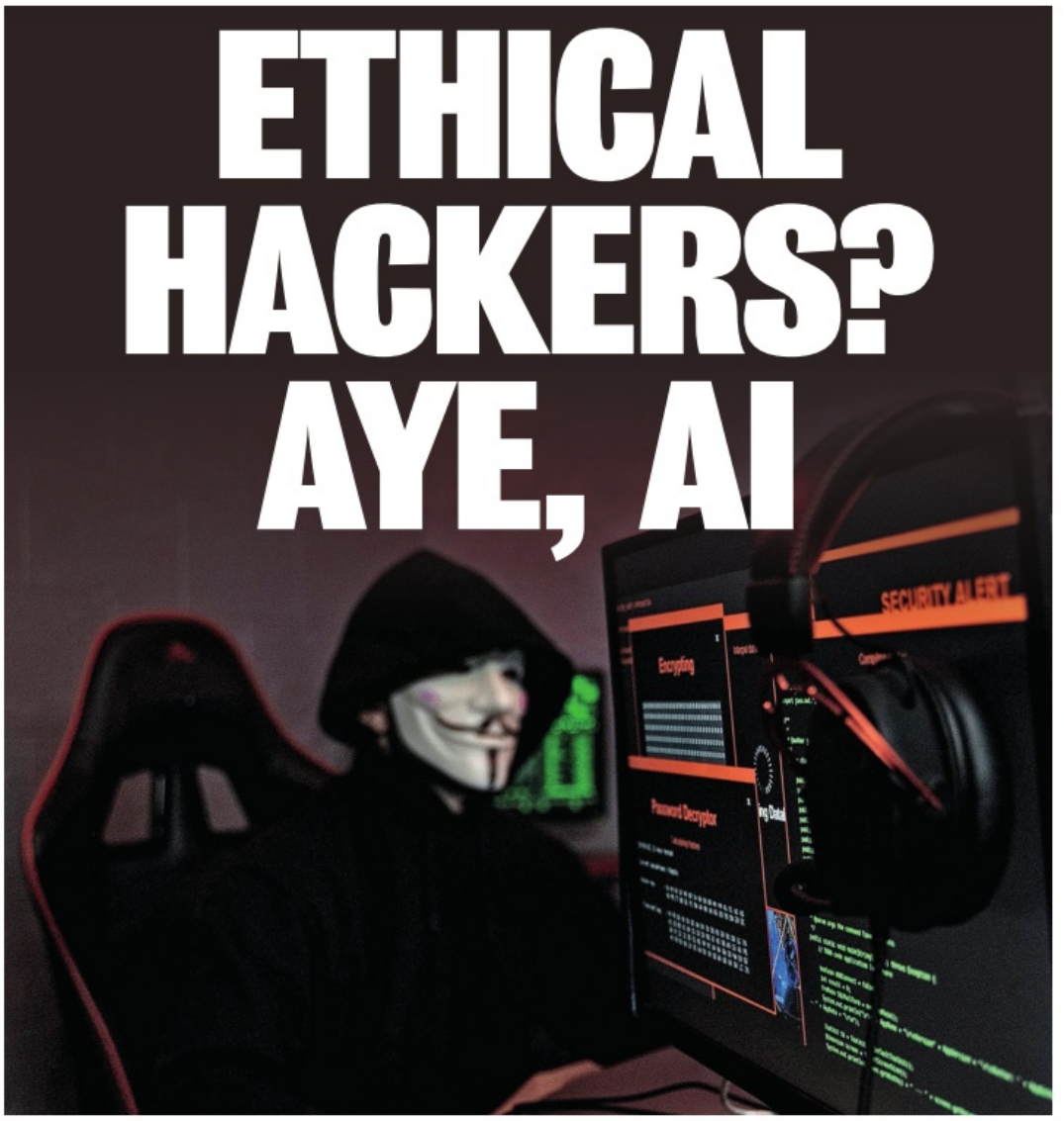
The Tirumala Tirupati Devasthanams (TTD) trust board on Saturday resolved to construct new ghat roads and a pedestrian route to Tirumala from Kadapa district as the existing ghat roads and pedestrian routes from Tirupati were severely damaged in the recent rains causing hardship devotees. TTD trust board chairman YV Subba Reddy told media after the board meeting that the temple body had thoroughly discussed the necessity for an alternative ghat road and a pedestrian route to Tirumala from Rajampet Mandal in Kadapa, popular as the Anammaya marg. "We have proposed to develop alternative routes to Tirumala along the Seshachalam hills. Our engineering department will soon come up with the estimates for the proposed ghat road and pedestrian route," he said. The TTD board also resolved to take up repair and renovation works at all the temples that were damaged in the recent floods.

Vaikunta Ekadashi

The annual Valkunta Ekadasi and Dwadasi festival will be celebrated on a grand note for 10 days from January 13. The temple body will soon seek the permission of the state and central governments to remove curbs on pilgrim footfall.

— Sandeep Raghavan

Artificial Intelligence developers need to plug trust deficit using techniques such as red team hacking



#Cambridge [UK]

A new research led by the University of Cambridge's Centre for the Study of Existential Risk (CSER) has recommended a new call to action in order to earn the trust of the governments and the public.

The study has been published in the 'Science Journal'.

They said companies building intelligent technologies should harness techniques such as "red team" hacking, audit trails and "bias bounties" - paying rewards for revealing ethical flaws - to prove their integrity before releasing AI for use on the wider public.

Otherwise, the industry faced a "crisis of trust" in the systems that increasingly underpin our society, as the public concerned continued to mount over everything from driverless cars and autonomous drones to secret social media algorithms that spread misinformation and provoked political turmoil.

The novelty and "black box" nature of AI systems, and ferocious competition in the race to the marketplace, had hindered the development and adoption of auditing or third-party analysis, according to lead author Dr Shahar Avin of CSER. The experts argued that incentives to increase trustworthiness should not be limited to regulation, but must also come from within an industry yet to fully comprehend that public trust is vital for its own future - and trust is fraying.

The publication put forward a series of "concrete" measures they said should be adopted by AI developers. "There are critical gaps in the processes required to create AI that have earned public trust. Some of these gaps have enabled questionable behaviour that is now tarnishing the entire field," said Avin.

Co-author and CSER researcher Haydn Belfield said, "Most AI developers want to act responsibly and safely, but it's been unclear what concrete steps they can take until now. Our report fills in some of these gaps."

The idea of AI "red teaming" - sometimes known as white-hat hacking - took its cue from cybersecurity. "Red teams are ethical hackers playing the role of malign external agents," said Avin.

"They would be called in to attack new AI, or strategise on how to use it for malicious purposes, in order to reveal any weaknesses or potential for harm," Avin added.

While a few big companies had the internal capacity to "red team" the report called for a third-party community, one that can independently interrogate new AI and share any findings. A global resource could also offer high-quality red teaming to the small start-up companies and research labs.

The report also highlighted the potential for bias and safety "bounties" to increase openness. This meant financially rewarding any researcher who uncovered flaws in AI that could compromise public trust - such as racial or socioeconomic biases in algorithms used for medical or recruitment purposes.

> **"There are critical gaps in the processes required to create AI that have earned public trust. Some of these gaps have enabled questionable behaviour that is now tarnishing the entire field**

BITS & BYTES

PM'S TWITTER HACKED BY CRYPTO SCAMMERS

Prime Minister Narendra Modi's Twitter account was hacked Sunday with a message declaring his country had adopted bitcoin as legal tender and was distributing the cryptocurrency to citizens.

Modi is a prolific tweeter and is the world's most popular incumbent politician on the platform, with more than 73 million followers on his main account.

A swiftly deleted tweet from his main @narendramodi handle said the Indian government had officially bought 500 bitcoin and was "and distributing them to all residents of the country", along with a scam link.

His office tweeted that the account was "very briefly compromised" and that Twitter had since restored control.

It was the second time one of Modi's Twitter accounts was hacked, after another was taken over last year to send out a tweet urging the public to donate to a fake coronavirus relief fund.

BUG PUTS APPLE ICLOUD, TWITTER AT THREAT

Several popular services, including Apple iCloud, Amazon, Twitter, Cloudflare and Minecraft, are vulnerable to a 'ubiquitous' zero-day exploit, cybersecurity researchers have warned, leaving IT security teams at several companies scrambling to patch the vulnerability called 'Log4Shell'.

The 'zero-day' exploit (which is a cyber attack targeting a software vulnerability which is unknown to the software/antivirus companies) is found in the widely-used Java logging system called 'log4j2'. If exploited, the vulnerability allows remote code execution (RCE) on vulnerable servers, giving hackers the ability to import malware that would completely compromise millions of machines. "Many, many services are vulnerable to this exploit. Cloud services like Steam, Apple iCloud, and apps like Minecraft have already been found to be vulnerable," said researchers from application security company LunaSec. "Anybody using Apache Struts is likely vulnerable," the researchers noted in a blog post.

Mobile tech, 5G fuel demand for skilled professionals

#New Delhi

The boom in mobile technology industry, gaming, fintech and ed-tech is pushing demand for skilled professionals to new highs, and the advent of 5G is expected to accelerate hirings in coming months, according to an official at TeamLease.

Mobile application technology has thrown up 6,000-plus specialised job opportunities, as increasing penetration of smartphones in the world's second largest telecom market coupled with rising number of young users online push development and adoption of newer apps in gaming, fintech and ed-tech.

These positions will require to be filled in coming 6-9 months."We are seeing massive traction in various segments of mobile app, particularly gaming, fintech, healthtech," said Gautam Vohra, vice-president and business head (telecom and engineering staffing) at TeamLease Digital. TeamLease is a staffing solutions company.

The demand for professionals in mobile tech is estimated to double, and gaming, edtech and fintech are among the segments that are expected to contribute towards the hiring momentum, especially when it comes to contractual hiring.

"There will be a gap between demand and supply although it will narrow if companies upskill and reskill existing employees on technology side, and new industry-ready courses are developed to meet the requirements of gaming and mobitech segments," he said. Vohra said 5G is expected to further speed up demand for professionals across domains.

"We are seeing demand for professionals coming in for 5G technology, and 5G engineering domains...there are positions to be filled in areas like network operations, mobile towers, optical fibre..." Vohra noted.

Recently, Communications Minister Ashwini Vaishnaw said he expects the auction for the 5G spectrum to take place around April-May next year. Telecom regulator Trai, in November-end, released a detailed consultation paper to discuss modalities for auction of 5G spectrum bands, including pricing, quantum, valuation methodology and auction nuances.

Trai will provide its recommendations on issues such as applicable reserve price, band plan, block size, quantum of spectrum to be auctioned and associated conditions for auction of radiowaves. **PTI**

BEST OF
DR MAHINDER WATSA

The finest responses of Dr Watsa are being republished in this column as a tribute to him.

1 I am a 56-year-old man and am in excellent physical shape. I am healthy and physically fit. My wife is aboaut 54 years old. Throughout our married life, my wife and I have enjoyed a happy, amply satisfying sex life. However, all of a sudden, I developed a problem that brought that to an end. I seem to have lost the ability to get and maintain an erection. I have been unable to satisfy my wife sexually for the past six months. I am not undergoing any treatment for this, nor am I taking any medicine for any other physical/ health problems. I would appreciate it if you could suggest a remedy that would improve my sex life and help with the condition I suffer from.

Increasing foreplay often helps to satisfy both partners. Some medicines – allopathic, ayurvedic, Unani Homeopathy- are also known to benefit. Try Tentex Royal.

2 I am a 22-year-old boy and I have been sexually active for the past three years. Once, when I was romancing with my girlfriend, I ejaculated in under 15 minutes. Now, I plan to get married in two years and want to satisfy my wife sexually. What should I do to ensure I am able to have good sex that lasts for long?

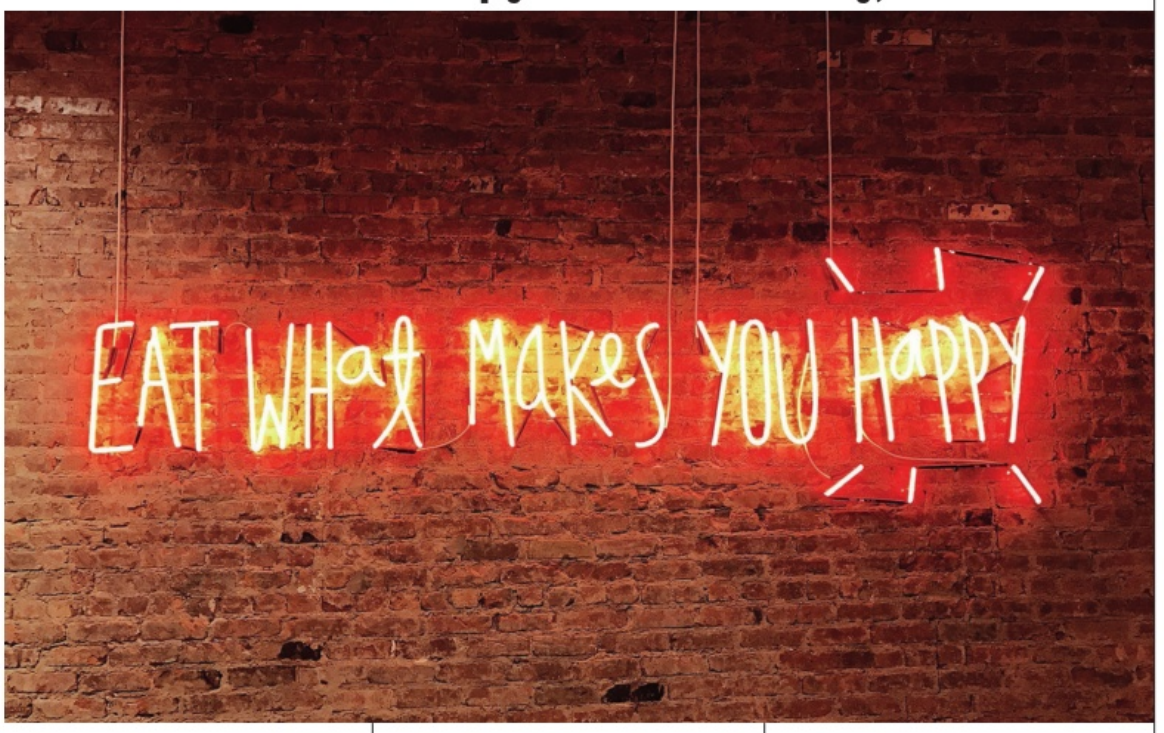
Work towards building better physical health. Perform Kegel exercises daily (check the internet for more information). Temporarily, an hour before sex, apply a local anaesthetic over the glans of the penis and wash off 15 mins after application. This will decrease the sensation and help you get longer erections.

MEET THE SEXPERTS

Use this QR code to send your questions to us

EAT SHEET

Here's a list of five foods to help you feel better instantly, when stressed



Ria Bhatia
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TWEETS @BangaloreMIRROR

Why do you think the term 'stress' is used so loosely today? There are so many reasons why stress is just not ready to bounce (perhaps, we don't let it), think professional pressure, emotional tension, physical health and many other factors. If nothing else, the past two years have definitely reiterated the importance of 'feeling good' inside out. But, if every day is getting the better of you and managing stress is still a battle that you're fighting, eating certain foods could help.

Yes, you read that right. Our diet plays a key role in the way we feel and look, and devouring some happy foods (as we'd like to call them) can act as instant de-stressors. We spoke to Dr Siddhant Bhargava, Fitness and Nutritional Scientist, Co-Founder, Food Darzee to identify these foods.

Dark chocolate

You know how grabbing a piece of dark chocolate always makes us happy? Turns out, it's an excellent de-stressor and mood-booster. "Dark chocolate is packed with flavonoids that reduce stress and inflammation, improve memory, mood and immunity. Rich in antioxidants, consuming dark chocolate can lower stress hormone cortisol as well as tackle hormones known as catecholamines in highly stressed people," shares Dr Bhargava. "However, it is important to ensure the dark chocolate bar that you are consuming is infused with pure components and does not have any added additives or chemicals. Stick to around 30 grams of dark chocolate at a time that contains at least 70 per cent cocoa," he adds.

Nuts and seeds

We are cognisant of the enormous list of benefits nuts and seeds have for skin, hair and the body. Let's dive into their benefits against stress and tension. "As they are rich in Omega-3 and Omega-6 fatty acids, they support cellular structure and its functions. Walnuts, cashews and sunflower seeds can boost serotonin production in the body that can help us tackle a stressful day. A great source of zinc, pumpkin seeds help keep high blood pressure in check. An ounce or two of nuts and seeds must be added to your diet," explains Dr Bhargava. For those of you who don't like consuming them raw, Dr Bhargava recommends sprinkling a few into salads, vegetables or whole grains such as brown rice or quinoa plus they can also be added to hot cereal or yoghurt and be included in baking recipes too.

Avocados

If you're a fan of avocados, here's one more reason to love them and if not this is your sign to start consuming them now! "Rich in essential vitamins and minerals like C, E, K and B-6 as well as riboflavin, niacin, folate, avocados are known to reduce stress, boost concentration and improve mood. They also help improve diet quality and eating an avocado a day lowers the risk of metabolic syndrome to fight high blood glucose, hypertension and obesity," shares Dr Bhargava.

Fermented foods

"It has been proven that good mental health and fermented foods are linked. It ensures a better balance of gut microbiome towards beneficial bacteria to keep us mentally and physically fit. Yoghurt, tempeh, kefir, miso, and kombucha are some of the most beneficial fermented foods that contain friendly bacteria, probiotics that reduce stress and cortisol levels. Probiotic-rich food also helps to control negative thoughts, a phenomenon associated with low mood and reduces anxiety," reveals Dr Bhargava. So next time when you're engrossed with work on a hectic day, you know what to do, right?

Citrus fruits

Vitamin C can do more good than just brightening our skin. Antioxidant-rich citrus fruits are also associated with relieving stress. Dr Bhargava explains, "As our body needs vitamin C in times of stress, consuming citric fruits like papaya, mango, grapefruit and oranges are a great way to help the body on a biochemical as well as physiological level. They are also a powerful source of antioxidants that boost the immune system, reduce stress and nervous tension."

MIRRORLIGHTS

Vitamin E for skin care

Vitamin E or tocopherol is a supremely nourishing and hydrating ingredient that penetrates deep into the skin, leaving no scope for dryness or unhappy skin.

"Vitamin E is an antioxidant that can aid in the fight against free radicals, which are molecules that cause DNA damage in cells. It has the ability to prevent or reverse the damage caused by free radicals to cells," shares celebrity dermatologist and founder of Ambrosia Aesthetics, Dr Niketa Sonavane.

"Natural vitamin E is found to be at least twice as potent as synthetic vitamin E," shares Dr Sonavane. The vitamin is stored in the skin, both the outer epidermis and the deeper dermis layers. It is found in the sebaceous glands, which are located at the base of the hair follicles. Vitamin E is transported to the skin by the body via sebum, an oily substance that protects and lubricates the skin.

"Vitamin E can seal small cracks in the skin's barrier, which can allow moisture to escape and leave the skin feeling tight and dry. A healthy skin barrier means plump, hydrated skin and less skin sensitivity," explains Dr Sonavane.

Vitamin E comprises the ability to absorb harsh energy from ultraviolet (UV) rays. Thus, it supports photoprotection and considerably reduces the magnitude of sun damage.

"The primary advantage of vitamin E is its ability to speed up the healing of skin damage such as burns and wounds. It is an antioxidant that will heal sunburn and skin irritation," shares Dr Sonavane. It also helps reverse signs of ageing and mitigates the appearance of wrinkles and fine lines, revealing plump and youthful skin by accelerating collagen synthesis.

"Vitamin E might aid in the treatment of skin conditions such as eczema or psoriasis and promote an even-toned skin," shares Dr Sonavane. The anti-inflammatory property can also help to combat swelling, redness, irritation and a sudden flare-up by deeply nourishing it.

"Vitamin E is not typically recommended for people who have sensitive, oily, or acne-prone skin. If you're new to using vitamin E, or if your skin is sensitive, start with a moisturiser. If you have oily skin, use vitamin E only in combination with other products and avoid using vitamin E oil on its own," suggests Dr Sonavane.

– Ria Bhatia

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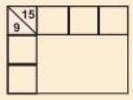
SOLVE IT IN A MINUTE

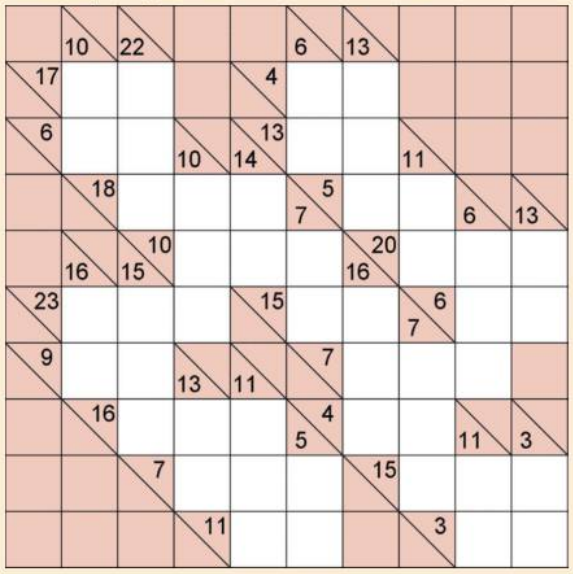
What will be the least number which when doubled will be exactly divisible by 12, 18, 21 and 30?

Kakuro

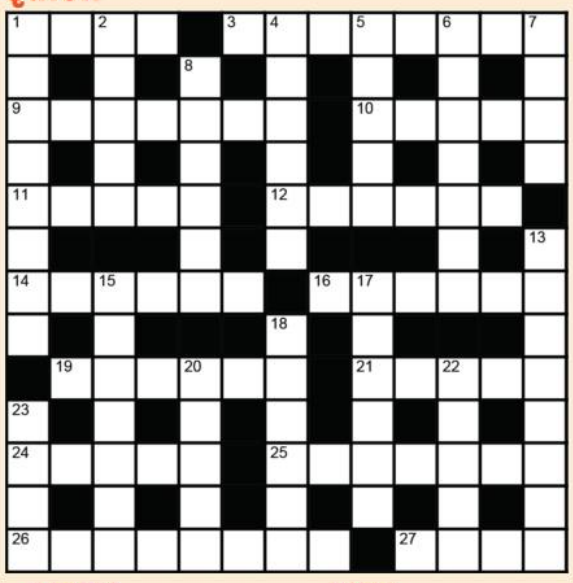
The numbers in the grey squares refer to the sums of the digits that you must fill into the empty spaces directly below or to the right of the grey square containing the number. For instance, in the given example, the 3 boxes horizontally next to 15 must contain 3 digits that add up to 15, whereas for 9, it is the 2 boxes placed vertically under it that must add up to 9. No zeros are used here, only the digits 1 through 9.



Note: A digit cannot appear more than once in any particular digit combination. For instance, in the example, we cannot have the combination of 4+7+4 for 15.



Quick



ACROSS

1 Part of a candle (4)
3 Window coverings (8)
9 Prophets or seers (7)
10 Large animals (5)
11 Sweeps game (5)
12 Nevertheless (4,2)
14 Nod involuntarily (6)
16 Put into the air? (4,2)
19 ___ the issue : avoids dealing with the issue? (6)
21 Indian language (5)
24 Short for boatswain? (5)
25 Exercise in a gym (4,3)
26 Locate precisely or with great accuracy? (8)
27 Employed or availed of (4)

DOWN

1 Forested area (8)
2 Intone, warble or yodel (5)
4 Blunders, blotches or bungles (6)
5 Bench; a diagram (5)
6 Passed by, like time (7)
7 Ornamental scarf (4)
8 With maximum effort? (3,3)
13 Tore, broke or divided (archaic) (8)
15 Consumes or ingests (5,2)
17 Incite by earnest appeal (6)
18 Indian off-spinner Ravichandran _____ (6)
20 John, Paul, George and _____ (5)
22 Secluded corners (5)
23 Bruhat Bengaluru Mahanagara Palike in short (4)

Quoteuncode

This puzzle is a substitution cipher in which one letter stands for another. If you think that Q equals C, it will equal C throughout the puzzle. Single letters, short words and words using an apostrophe give you clues to locating vowels. Solution is by trial and error.

Today's CLUE: X EQUALS G

AFZT GJJTGLI MS PT MSS ID-SLM MS RT IJTYM FY YWLIFYX GYFPSIFME, SL LTXFIMTLFYX CLSYXI.

Linemaro

How was heaven when you left it?

Mindchow

Under everyone's hard shell is someone who wants to be appreciated and loved

Joke of the day

Time flies like an arrow. Fruit flies like a banana.

Loop

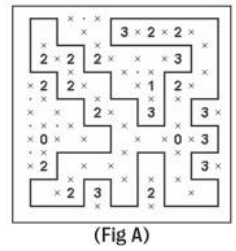
Rules

» Connect adjacent dots with vertical or horizontal lines, creating a single loop (Fig A). » Crossovers or branches are not allowed (As shown by dotted lines in Fig B). » Numbers in the puzzle indicate the number of lines that should surround it, while empty cells may be surrounded by any number of lines. » You can't draw lines around zeros. » Each puzzle has just one unique solution.

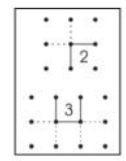
How to begin:

Example (Fig A) – Begin with the zero next to 3. Since no lines can be drawn around zero, mark crosses around it, as shown. Now there is a cross in one space around 3. So we know the three lines of 3 can only be drawn in the remaining three spaces. Next, these lines can only be extended in one direction each. Continue, using the same logic.

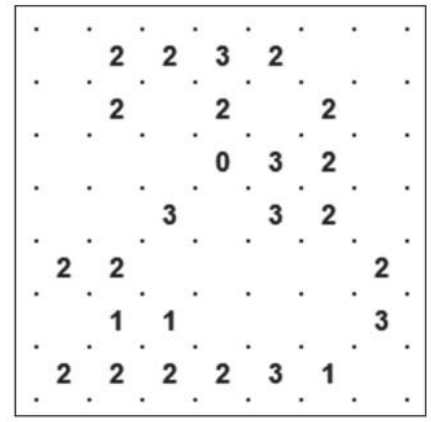
Hints: Keep eliminating possibilities by marking crosses in spaces between dots where a line isn't possible, i.e., if you have already completed required lines or where a line extension may create a branch or cause a dead-end (Fig B)



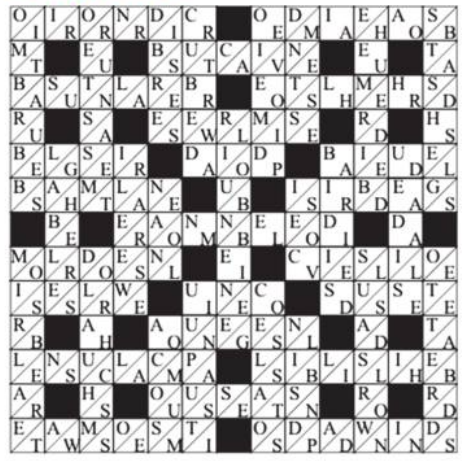
(Fig A)



(Fig B) Not Allowed



Strikeout



This crossword has no clues and the answer is there waiting for you. All you have to do is find it in each square. You have a choice of two letters, one of which you must strike out. If you choose correctly, you will be left with a grid that contains real words.

Fast five

How long do you think it will take you to unscramble the ten words shown below and fit them correctly into the grid in the order given one letter has already been entered to get you started? on your marks, get set...

ACROSS

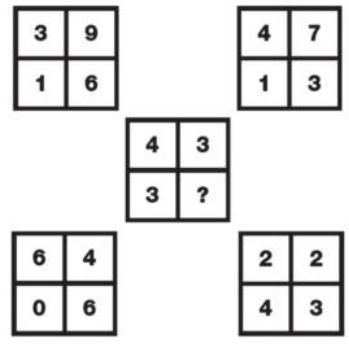
1 Crows; 6 Ether; 7 Liars; 8 Atoll; 9 Pips M

DOWN

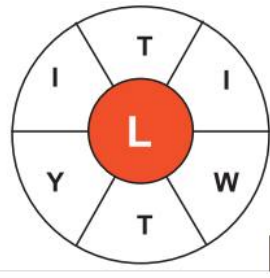
1 Sprat; 2 Lichi; 3 Lamer; 4 Or pol; 5 Stews

Mensapuzzle

Which number replaces the question mark and completes the puzzle?



Bull's eye



How many words of four or more letters can you make from the letters shown? Every word must contain the central letter. There should be one seven-letter word. British English Dictionary is used as a reference.

03 Average; **04** Good; **05** Outstanding

SudokuChallenge

8		6	4		2	1		7
	3			8			2	
5								4
		8		4		6		
	4		9		5		3	
		3		1		2		
3								2
	1			9			6	
4		2	3		6	5		9

To solve a Sudoku puzzle, every digit from one to nine must appear in each of the nine vertical columns, in each of the nine horizontal rows and in each of the nine boxes.

Gofigure

Place the four numbers in the first, third, fifth, and seventh boxes and whatever operators you care to use in the second, fourth, and sixth boxes in the correct order to get the answer. Use the numbers only once.

Easy = 2
3 4 4 6

Medium = 13
2 3 6 8

Hard = 17
1 3 7 3

Hocusfocus

Find at least six differences in details between panels.

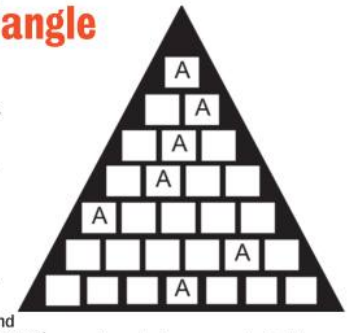
Differences: 1. Chest protector is shorter. 2. Cap is turned around. 3. Sleeve is longer. 4. Patch on sleeve is larger. 5. Button is added. 6. Sleeve is missing.

Riddler

Can you determine the professions/jobs described below? Each clue is an anagram of the answer.
1. Stamp on 2. For trees 3. Menial cop 4. Court poser

Alpha triangle

1 First letter
2 Mother
3 Beavers' project
4 Created
5 Alter
6 Lower in dignity
7 Terrorized



Beginning at the top move towards the bottom seven-letter word by adding a letter at each step and rearranging. A correct and different word must be made at each step answering to the clue given.

DIFFICULT TO SOLVE? FIND THESE SOLUTIONS ON THE NEXT PAGE

COMICS

Redeye by Mel Casson

Bizarrotrip

Diamond Lil

I TRIED THAT NEW CHINESE RESTAURANT
IT'S CALLED THE ANGRY LOTUS GARDEN
WHAT DID YOU HAVE?
A HOT AND SOUR WAITER
www.creators.com

Hart of the city

Crankshaft

YOUR DAYS OF PROFITING FROM THE CENTERVILLE SENTINEL ARE OVER!
AS THE LAST EMPLOYEE OF THE PAPER... I QUIT!
NOW YOU OWN NOTHING!
BATIUK & DAVIS
10-6

Mutts

WHAT YOUR STARS SAY TODAY

Aries Mar 21 – Apr 20
Today your tendency to overspend may affect your savings. Be careful while expressing yourself at work and on the domestic front too. Avoid lending money. Postpone important decisions regarding real estate and other asset-related issues. Avoid the tendency of avoiding your responsibilities.

Taurus Apr 21 – May 20
Today with the help of your strong network you may implement your business plans. You may use your wisdom to gain profits. You may also gain harmony in your domestic life. There may be good understanding between you and your spouse. Natives related to metal and booking agents will do better.

Gemini May 21 – Jun 21
Today you may be passionate about work. You must avoid mixing up your brain with your heart while making important decisions. Follow your intuition before making decisions related to business, job and investments. Workload may be there but blessing from elders may help you control this messy situation.

Cancer Jun 22 – July 23
Today, since the morning, you may have some peace in your mind. You will not be in a hurry today, which may reflect on your way of working. Destiny may help to complete postponed projects and meet targets. You may demonstrate patience in your domestic life and maintain harmony. You may have skin or stomach-related issues.

Leo Jul 24 – Aug 23
Today you may be a victim of negative thoughts. You may feel dull. Impatient nature and arrogance may push you back from making difficult decisions. You may need blessings from your elders to help you to grow on the work front. Avoid making investments in dead assets. Lovebirds must avoid discussions regarding bad moments.

Virgo Aug 24 – Sep 23
Today is good for your work. You may be able to perform well in terms of work. Your boss may give you new responsibilities in terms of promotions. Disputes with partners may settle down. You may lend money for assets. Your kid's health may be better now. You may make some investments for their future.

Libra Sep 24 – Oct 22
Today you may be blessed by the moon. Love is in the air for you. Singles may find a suitable match. You may do better in your professional life. Your friends and subordinates may support you. Investments in gems and jewellery may yield gains in the near future. Be careful about elders' health.

Scorpio Oct 23 – Nov 22
You may be happy due to blessings from an auspicious planetary combination. You may have some sort of energy which may boost your prestige among those around you. You may spend your time and study intellectual stuff.

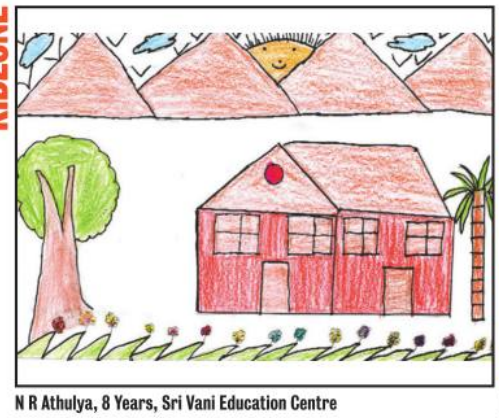
Sagittarius Nov 23 – Dec 22
Today, during the beginning of the day, you may feel dull. During late evening, you may control the negativity. New people may connect with you on the work front. With the help of new people, you may try to revamp your business plans. It is advised to read documents before signing them.

Capricorn Dec 23 – Jan 20
Today, with the help of blessings, you may control your indecisiveness. Children's health will be better now. Your colleagues may be supportive about your work, which will help with success in terms of a project. You may expect to get some incentives with the salary. Natives related to dairy, water projects, grains, homemakers, art and culture may do good.

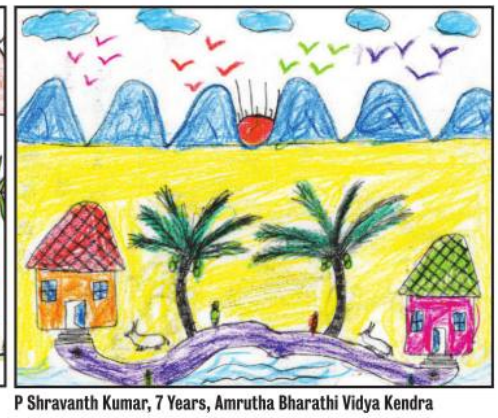
Aquarius Jan 21 – Feb 19
Today you may be busy attending to domestic issues. You might take an interest in artefacts, movies and fashion which may improve your creativity. You may spend money to buy some artefacts and household stuff which will improve your social status. You may become more polite with others. You may also plan to visit some place with family or friends.

Pisces Feb 20 – Mar 20
Today you may be more happy. Internal vitality will boost your self confidence. You will feel relaxed after sound sleep. Avoid carelessness in making decisions in terms of finance, profession and studies. You may enjoy some romantic moments with your spouse. You may face self respect-related issues. Be patient and avoid turning happy moments into bad ones.

KIDZONE



N R Athulya, 8 Years, Sri Vani Education Centre



P Shravanth Kumar, 7 Years, Amrutha Bharathi Vidya Kendra

Kidzone, Bangalore Mirror, No.4, KSCCF Compound, Pampa Maha Kavi Road, Chamrajpet, Bengaluru 560 018; Please send hard copies of your artwork in A4 size only.

SOLUTIONS

SOLVE IN 1M
12=2x2x3
18=2x3x3
21=3x7
30=2x3x5

BULL'S EYE
tilt, twilit, wilt, wily, WITTILY

RIDDLER
1. Postman, 2. Forester, 3. Policeman, 4. Prosecutor

QUOTE UNCODE
Life appears to me too short to be spent in nursing animosity, or registering wrongs.

LCM= 2x2x3x3x5x7 = 1260
= ½ of 1260 = 630
630÷12=52.5
630÷18=35
630÷21=30
630÷30=21

FAST FIVE
SCROW
THERE
RIALS
ALLOT
PIMPS

STRIKE OUT
TAMESTSPAWNS
ENCAMPLILLIE
BASANGELDAT
SERINCDUST
OLDENICELLO
SATANBSIDES
EGERDIDBEDE
USERIEDH
BUTLERORTHERS
MUSUAVEEA
ORACLESBEARS
LOTTOEVENSO
AUTATESENDUP
SKIRTSHINDI
BEIDNGOUT
RHOUSTSOR
MIGTIKER
PINPOINTUSED

QUICK
WICKSHUTTERS
OHAALEA
ORACLESBEARS
DNLHPH
AUSEDES
LOTTOEVENSO
AUTATESENDUP
DAXLO
BOSUNWORKOUT
BEIDNGOUT
SKIRTSHINDI
NCDUST
OLDENICELLO
BRAMBLEDDA
SATANBSIDES
EGERDIDBEDE
USERIEDH
BUTLERORTHERS
MUSUAVEEA

MENSA PUZZLE
2. Start with the top left hand box, and move around the others in a clockwise spiral towards the centre. Read each box as a pair of 2 digit numbers, one above the other. The sum of the 2 digit numbers in each box follows the sequence 55, 60, 65, 70 and 75.

SUDOKU
8 9 6 4 3 2 1 5 7
1 3 4 5 8 7 9 2 6
5 2 7 1 6 9 3 8 4
2 5 8 7 4 3 6 9 1
6 4 1 9 2 5 7 3 8
9 7 3 6 1 8 2 4 5
3 6 9 8 5 1 4 7 2
7 1 5 2 9 4 8 6 3
4 8 2 3 7 6 5 1 9

ALPHA TRIANGLE
A, Ma, Dam, Made, Amend, Demean, Menaced.

GO FIGURE
Easy
4 x 5 – 4 – 6 = 2
Medium
6 + 2 + 8 – 3 = 13
Hard
3 x 7 – 1 – 3 = 17

LOOP

KAKURO

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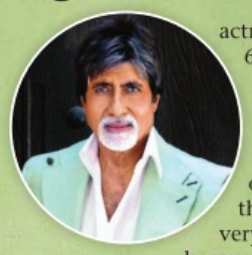
 # Superstar Rajinikanth turns 71

As superstar Rajinikanth turned 71 on Sunday, several Indian film celebrities shared their birthday wishes for the actor and commemorated the special occasion.

Starry abode: Home, sweet home indeed

Kriti has rented out Big B's home at ₹10 lakh a month

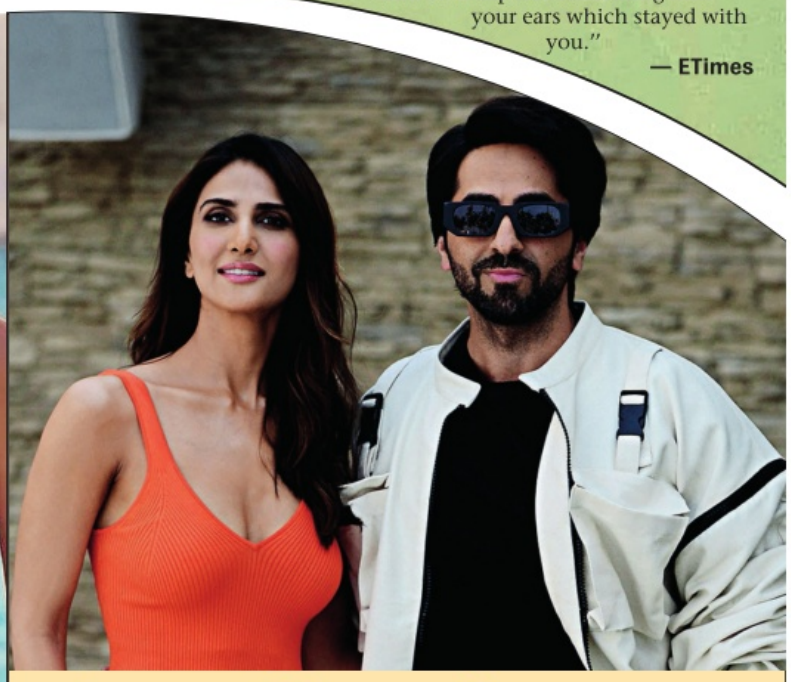


Kriti Sanon recently made headlines after she rented megastar Amitabh Bachchan's duplex home in Andheri, Mumbai. According to a report by Money Control, the actress will be paying 10 lakh per month for two years.

Yes, you heard it right. The report further suggested the flat is on the 27th and 28th floor. The house comes with four car parking lots. The leave and license agreement of the apartment was registered on November 12. The lease rental term is for 24 months from October 16, 2021, to October 15, 2023, as per a report. The actress has already paid an amount of 60 lakh as the security deposit.

The actress had recently opened up about her last film, 'Mimi' in an interview with BT. She said, ''Mimi, for me, has been special from day one. When I heard the script, I knew this was something I am going to be very passionate and excited about because somewhere, I was craving to dig in deeper. I was craving for a platform to play a character that was so layered that it could make me nervous, but at the same time, help me open up and showcase a lot more in one film. Mimi was that film for me. I loved the way the film was written because it had humour, it had moments that made you laugh and cry a little bit at the same time, and it also kind of whispered something into your ears which stayed with you.''

— ETimes



Notes to self: Mouni's all love

After Vicky Kaushal and Katrina Kaif's royal wedding, all eyes are on Ankita Lokhande and Vicky Jain, who are all set to tie the knot on December 14. Apart from them, it is Mouni Roy who has been grabbing headlines for her relationship with her longtime boyfriend Suraj Nambiar. Reports are rife that the actress will be marrying her rumoured beau in January 2022. They will reportedly tie the knot in Dubai or Italy and host a reception in India.

Now, amid these rumours, the actress has shared a series of notes on her Instagram story talking about 'falling in love and finding someone'.

One of her note read, "Falling in love is like falling asleep. You will know you are sleepy but you will never know you fall asleep."

Another one read, "You deserve to find someone whose mind will keep hold of you, even when their arms cannot. Someone whose presence is a catalyst for appreciating your own. Someone whose love for you inspires you to love yourself even more."

On the work front, Mouni will be seen in Ayan Mukerji's 'Brahmastra' that stars Ranbir Kapoor and Alia Bhatt in the lead roles. The movie will also feature Amitabh Bachchan.

The stakes are high for Pushpa

With just five days left for its release, the makers of 'Pushpa: The Rise' are working round the clock with back-to-back promotional events.

Allu Arjun, who is going an extra mile for 'Pushpa', seems to be fully involved in the campaigns as well.

As 'Pushpa' marks Allu Arjun's maiden pan-India film, the stakes are exceptionally high on the project. The pre-release event of the action drama is to take place on Sunday in Hyderabad. Allu Arjun, Rashmika Mandanna, director Sukumar, and other team members are to attend the event.

Allu Arjun and his team will be flying to different cities across India, to promote 'Pushpa'. Director Sukumar, Allu Arjun, Rashmika, and others will be interacting with the regional media. On the other hand, theatre owners have started to allot bookings in some parts of Telangana. Most of the tickets were sold out within minutes across various theatres in Telangana and Andhra Pradesh. 'Pushpa' is a two-part action drama around the red sandalwood smuggling in the remote parts of Chittoor. Devi Sri Prasad has composed the music for the movie, in which Samantha appears in a special song.

An ally of trans community

Filmmaker Abhishek Kapoor says with his latest release "Chandigarh Kare Aashiqui", a love story of a man and a trans woman, he wanted to sensitise the masses about the trans community.

The movie, which released in theatres countrywide on Friday, features Ayushmann Khurrana in a never-seen-before avatar of a bodybuilder, while Vaani Kapoor stars as a trans woman. "There have been so many stories and films around the homosexual community, that everybody has accepted them. But the trans has not been explained well enough out there. My attempt has been to take this issue out to the masses," Kapoor told PTI.

The filmmaker, known for directing titles such as "Rock On", "Kai Po Che", "Fitoor" and "Kedarnath", said he decided to make a mainstream film on the subject as he believed it would reach out to a larger audience.

"The kind of film we have made -- it is being told in a language that the masses understand. In this case, the look, the feel and the music as well as the mainstream element of the movie is what I feel will communicate with the audience," he added. The filmmaker said that when he started the project, he realised that he had to adopt a sensitive and genuine approach to tell the story. As a part of his research, Kapoor said he and his team met many members of the trans community. "We tried to understand to the best of our ability. What I gathered was that this community is so complex and so misunderstood.

The filmmaker asserts that he has made the film from the position of an ally of the trans community. "I'm a cis-gender man and my experience will never be similar to what the trans community faces everyday..."

PTI